

Enhanced Native-speaking English Teacher (NET) Scheme in Secondary Schools **Appointment of Temporary NET**

Under special circumstances, schools not being able to find a suitable teacher to fill the vacant NET post after considering all the candidates referred by the EDB and/or conducting their own recruitment exercise may apply to their respective Senior School Development Officer (SSDO) for permission to appoint a temporary NET. *Schools are reminded that such employment should be a temporary measure only.*

Appointment Procedures

2. Schools not being able to find a suitable NET may apply to their respective SSDO for permission to appoint a temporary NET¹ with the following:
 - (a) Records of the recruitment exercise for the NET post conducted, including advertisement placements², interview board composition, selection procedures and results, etc.;
 - (b) Documents regarding the qualifications/experiences of the prospective temporary NET for consideration before offering appointment; and
 - (c) Evidence showing the schools are still actively looking for fully qualified teachers to fill the NET posts.

Appointment Requirements

3. The requirements for appointment of a temporary NET are as follows:
 - (a) Candidates should be native-speaker of English or possess native-speaker English competence³.
 - (b) They should also possess:
 - i. a bachelor's degree majoring in English Language or Linguistics or English Literature or English Studies or a Modern Language from a Hong Kong university or its equivalent; **OR**
 - ii. a bachelor's degree in any subject from a Hong Kong university or

¹ Schools should follow relevant procedures and requirements regarding the appointment of staff stipulated in relevant circulars, circular memoranda and guidelines.

² For schools having entrusted EDB to recruit NET but with no NET appointed for the time being, SSDO may seek confirmation regarding the assistance provided on NET recruitment to the schools concerned from NET Administration Team.

³ Native speakers of English are people who acquire the language in infancy and develop the language through adolescence and adulthood within a community where English is spoken as the first language. Native-speaker English competence refers to the ability to use English fluently and spontaneously, to give grammatically accurate responses in communication and to write or speak creatively. Non-native speakers of English, i.e. people who have not acquired the language in early childhood, are also suitable for employment as NETs if their English competence is not different from that of native-speakers in terms of fluency, accuracy and creativity in language use.

its equivalent **AND** a Teaching English as a Foreign/Second Language (TEFL/TESL) qualification at certificate level, or an equivalent course of study recognised by EDB⁴ **OR** at least one year's post-degree experience of teaching English preferably as a second or foreign language at secondary level or above.

Terms of Appointment

4. These temporary NETs should initially be appointed on a day-to-day basis and, for continuous appointment of 90 days or above, they will be paid monthly salary at the Graduate Master/Mistress (GM) rank. **They will not be eligible for the fringe benefits under the Enhanced NET Scheme in Secondary Schools.**

⁴ For example, a Post-graduate Diploma in Education majoring in English.